

ARMY MANAGEMENT STAFF COLLEGE

Moderator's Update of Symposium Speakers

March 2010

This paper provides a synopsis of key points made by symposium guest speakers at the 5th Annual Leadership Symposium at the Army Management Staff College, 2-4 March 2010. This year's theme "Developing Leaders" was predominant throughout the guest speaker presentations. Survey results indicate that attendees credited presenters with being well-prepared; topics were well-presented and on point; and attendees would recommend the topic to others.

Day 1

Ms. Joyce Morrow is the Administrative Assistant to the Secretary of Army. She spoke about the commitment of senior Army officials to resource and support civilian leader development. She also encouraged attendees to be responsible for their own careers and take advantage of networking.

Mr. Karl Schneider is the Principal Deputy to the Assistant Secretary of Army for Manpower and Reserve Affairs. He advised the audience that there are six competencies that leaders should develop that include but are not limited to: creativity/problem solving; leadership/management and oral and written presentations.

2009 Excellence in Education Award (EIE) is in its 2nd year and is co-sponsored by our partners, the Association of the United States Army (AUSA). The winners were—1st Place: Natick Soldier Research Development and Engineering Center; 2nd Place: Army Audit Agency and 3rd Place: TACOM Contracting Center. Each of these outstanding organizations gave presentations on the strength of their leader development and lifelong learning approaches. Their slides are posted on AMSC's website.

Lunchtime Speaker: Ms. Terri Williams-Flournoy is Head Coach of Georgetown University Women's Basketball. Coach Flournoy offered that when the team wins, leaders should give all the credit to the team, but when the team loses, the leader should shoulder the blame. She also advised that we should pay particular attention to how we develop our subordinates.

Day 2

LTG James H. Pillsbury is the Deputy CG, Army Material Command. General Pillsbury emphasized the need for integrity and trust in a leader-subordinate relationship. He also shared that leaders should listen to their people and get out of the way and let them do their jobs.

Lunchtime Speaker: Dr. Thelma B. Thompson is President of the University of Maryland Eastern Shore. Dr. Thompson gave us her ten commandments of leadership and advised that leaders sometimes have to rely on instinct and their own emotional intelligence.

Mr. Tony Whitehouse is the Deputy Assistant G-1 for Civilian Personnel. He spoke of the continuing challenge that he faces in trying to raise the posture of the Army Civilian Corps (ACC) within the Defense community. He also said the Army is trying to improve the process of evaluating individual performance in the wake of the termination of NSPS.

Day 3

Ms. Lynne Anderson is the Deputy Chief of Staff of Installation Management. She gave an overview of the BRAC process, with targets and timelines. She informed the audience that BRAC was on schedule and there would be lots of movement in FY 10 and 11.

Ms. Vicki Brown is Chief, Civilian Training and Leader Development division, G-3/5/7. She talked about the numerous training and development opportunities for ACC members and emphasized that the Civilian Education System (CES) is the underpinning for all civilian leader development. She urged ACC members to seek out available training opportunities.

NSPS-Way Ahead. Mr. John James from DOD NSPS Transition Office, Ms. Lee Ann Eudaily and Mr. Toni Wai from the Department of Army NSPS Program Management Office brief on the most recent information available on the transition of DOD out of the NSPS. Mr. James stated that the exit from NSPS is written into law and so is the designation of pay retention for employees whose salaries are outside of GS pay grades.

Lunchtime Speaker: Dr. James “Butch” Rosser is Professor of Surgery at the Morehouse School of Medicine, CEO Stealth Learning Company. He offered what he called “a new take on the leadership triangle.” The leadership triangle traditionally mentioned integrity, honesty, and responsibility as key components need in a leader. He insisted that innovation should be included in the leadership formula, transforming the triangle to a diamond with the four points: integrity, honesty, responsibility and innovation. Dr Rosser also added that leaders should create “empowerment eco-systems” that allow ordinary people to do extraordinary things.

Panel Discussion-Army Imperatives: Mr. Volney J. Warner is President of the Army Civilian University; Ms. Elizabeth Phillips is Deputy to the President of ACU; Mr. Joe Capps is Deputy to the CG of the Signal Center of Excellence; and Mr. Robert Moore is Deputy Director of Logistics and Security Assistance. The panel discussion was the culmination of breakout sessions earlier in the symposium, where attendees discussed Army Imperatives with SES representatives. Each group provided a brief-back to the SES team and to the symposium audience, where they summarized issues and recommendations.

Breakout Sessions: Topics were: Generational Diversity: A leadership Tool; Empowering your workforce; The Leader in You; Workplace Effectiveness; Ethics and Excellence in Leadership; Present to Persuade; Technological Knowledge and Skills Required for Developing Leaders; Planning Your Financial Future; Developing Strategy for Making Career Goals a Reality; and The Next Greatest Generation.

Feedback from attendees indicates an overwhelmingly positive opinion of the keynote, lunchtime, panel, and breakout session speakers. They believed the content was on target and many expressed their intent (hope) to return next year.

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